



***MORAY COMMUNITY PLANNING PARTNERSHIP***  
**SINGLE OUTCOME AGREEMENT**  
**Smarter**

**(National Outcomes 3, 4, 5 and 8  
Quarter 1 & 2 Milestone updates April to  
September 2009/10)**

## Smarter Milestones quarter 1 & 2

**Smarter**  
**The community will develop and improve their learning and qualifications**  
**Development and Implementation of a Moray Lifelong learning strategy**  
 Overall, Key Action 41% completed. 2 of the 3 underlying milestones due to be completed in this reporting period have been with the remaining milestone well progressed.

Milestone	Milestone Due Date	Milestone Note	Progress
Publication of Employer Engagement Hospitality Skills Report - Q1	30 Jun 2009	Report published within schedule. Phase two of the project is now being proceeded with which will see Moray College in particular responding to the needs expressed by local Hospitality employers.	100 %
Establish Lifelong Learning Forum reporting to Smarter Theme Group or Smarter Co-ordinating Group - Q2	30 Sep 2009	Lifelong Learning Forum has now been re-established and an initial meeting held. Follow-up meeting to be held in November 2009.	100 %
Agree remit and membership and propose performance targets for Forum - Q2	30 Sep 2009	Remit and membership discussed at initial meeting and will be confirmed at November 2009 meeting. Baseline data against which performance targets will be set is being gathered for consideration at the November 2009 meeting.	90 %

**Smarter**  
**More young people will remain in learning post-16**  
**Implement 16+ Learning Choices Action Plan**  
 Overall, Key Action 48% completed. 3 of the 5 underlying milestones due to be completed in this reporting period have been with the remaining milestones well progressed.

Milestone	Milestone Due Date	Milestone Note	Progress
Initial work on action plan: circulate draft, discuss at 16+ Learning Choices Strategic Group meeting - Q1	30 Jun 2009	Draft action plan completed.	100 %
Initial work in Keith Grammar School and Pinefield Parc on identifying the needs of leavers and possible provision of offers for learning. Feedback from schools to Educational Services on work undertaken - Q1	30 Jun 2009	Initial work in Keith Grammar School and Pinefield Parc on identifying the needs of leavers and possible provisions of offers for learning has been undertaken. Feedback from schools to Educational Services on work has been undertaken.	100 %
Action plan finalised. Circulate to stakeholders - Q2	30 Sep 2009	Action Plan agreed by 16+ Strategy Group. Will be circulated once 16+ Development Officer in post.	90 %

Review SMART target for percentage of school leavers in MCMC group following exam results and latest Skills Development Scotland update (young people not achieving 5+ Level 3 awards). Amend SMART target if appropriate - Q2	30 Sep 2009	Provisional 2009 figure available from SDS as is examination results. Target remains appropriate.	100 %
Keith Grammar and Pinefield Parc submit feedback on needs of learners and possible provision of offers for learning to Educational Services. Experience gained summarised and sent to other secondary schools and also wider partners. - Q2	30 Sep 2009	Feedback received and experience gained summarised. On agenda for next meeting with school representatives.	90 %

**Smarter**  
**More young people will succeed in school**  
**Attainment and achievement agenda**  
Overall, Key Action 53% completed. 4 of the 5 underlying milestones due to be completed in this reporting period have been with the remaining milestone well progressed.

Milestone	Milestone Due Date	Milestone Note	Progress
STACs data use training scheduled - Q1	30 Jun 2009	Training scheduled.	100 %
Tracking is made part of minimum specification for school self evaluation - Q1	30 Jun 2009	Tracking included in minimum specification.	100 %
100% of secondary schools have received STACs training. Targets for pupils sitting Higher Grade exams distributed to 100% of secondary schools. Collect number of pupils sitting 3 Highers from 100% of secondary schools - Q2.	30 Sep 2009	Training undertaken - Targets distributed and numbers sitting examinations received from schools.	100 %
Improvement plans received from 100% of primary and secondary schools contain Curriculum for Excellence and/or improving methodology - Q2	30 Sep 2009	Improvement plans contain the appropriate information.	100 %
Feedback from 100% of primary and secondary schools that they are working on the tracking of pupil progress - Q2	30 Sep 2009	Position known for most schools. To be an item for a meeting with headteachers on 05 November. Thereafter further information will be obtained.	80 %

**Smarter****More young people will succeed in school****Wider achievements**

Overall, Key Action 40% completed. Both underlying milestones due to be completed in this reporting period have been complete.

Milestone	Milestone Due Date	Milestone Note	Progress
Define wider achievements suitable for data capture at this stage - Q1	30 Jun 2009	Wider achievements have been defined for data capture and mechanisms are now in place.	100 %
Devise collection mechanism for capturing wider achievement. Feedback from Fiona Mackay and Karen Delaney on proposed methods of capturing data. Improvements made where required and data capture methods finalised - Q2	30 Sep 2009	Collection methods have been developed to capture wider achievement. Data capture methods have been finalised.	100 %

**Smarter****More young people will develop to be successful adults****More Choices, More Chances**

Overall, Key Action 39% completed. 9 of the 11 underlying milestones due to be completed in this reporting period have been complete. Two remaining milestones show no progress being made at the end of quarter 2.

Milestone	Milestone Due Date	Milestone Note	Progress
Employability Action Group (EAG) to meet and agree revised employability structure (MCMC, Workforce+). Set up Strategy Group. Draft of Employability Action Plan - Q1	30 Jun 2009	Revised structure agreed and operational. Strategy group membership revised and short life task groups developed. Employability action plan completed and actions underway.	100 %
EAG, 16+ Strategy Group and Fairer Scotland Fund Team investigate additional flexible interventions - Q1	30 Jun 2009	Project development group task group taking lead in research and identifying potential need for interventions. 16+ strategy group action plan agreed and 16+ development officer post appointed start date to be agreed as 2nd November. FSF ongoing research and funding process linking with identification and development of flexible interventions.	100 %
Review planned training sessions for Quarters 2-4 and feedback to EAG - Q1	30 Jun 2009	Training task group met – programme of sessions agreed November – February, led by partners.	100 %
EAG to agree employability specification for tendering (applications for Fairer Scotland funding) - Q1	30 Jun 2009	Employability tender service specification agreed with the Employability Action Group and tender process underway.	100 %
EAG to finalise Employability Action Plan. Circulate to Community Planning Partners - Q2	30 Sep 2009	Employability action plan finalised and agreed – circulated to partnership.	100 %
EAG Strategy Group draft	30 Sep 2009	No progress on this to date.	0 %

Employability Strategy - Q2			
Complete review of MCMC voucher scheme. Funding task group through EAG established. Funding task group to identify funding opportunities to develop flexible interventions for young people to support them into employment/training - Q2	30 Sep 2009	Voucher scheme reviewed, consultation and evaluations completed and report produced recommending extension of the scheme. Funding task group established (renamed as the Project development group) will consider potential allocation of funding toward extension of scheme. Research currently being undertaken through FSF on existing employability provision through key stakeholders and the unemployed client groups. Will identify potential gaps in provision to identify flexible interventions. ID of flexible interventions and funding stream identified expected by end of 2009.	100 %
Funding application submitted through 16+ group for flexible pot of funding to enhance interventions developed through 16+ developments - Q2	30 Sep 2009	No application submitted to the FSF to date: 16+ development officer post newly recruited start date 2nd November. Activity in relation to development of 16+ interventions part of this remit including identification of interventions and appropriate funding streams – this will be developed in partnership with the Employability Action Group.	0 %
Hold welfare benefits training for front line workers, working with vulnerable groups - Q2	30 Sep 2009	Welfare benefits training organized carried out on the 26th and 27th November. There were 24 attending the first session and 16 for the second. First workshop focused on welfare benefits provision for young people under 18 and the second workshop focused on individuals ages 18+. Evaluation and report of the training will be produced.	100 %
FSF Employability tender process underway. Feedback to EAG - Q2	30 Sep 2009	Employability tender process completed and tender awarded 14th September 2009. Service due to start from the 1st October 2009.	100 %
Planning for young people's "Pathways" mapping event - Q2	30 Sep 2009	Planning group met and pathways mapping event took place on the 2 <sup>nd</sup> October focusing on mental health, substance misuse and offending behaviour. Informal feedback has been presented to the Project Development Task group of the Employability Action Group on the 27 <sup>th</sup> October.	100 %

**Smarter****More young children in Moray will thrive****Parenting strategy**

Overall, Key Action 55% completed. 5 of the 6 underlying milestones due to be completed in this reporting period have been complete. The remaining milestone shows no progress being made at the end of quarter 2.

<b>Milestone</b>	<b>Milestone Due Date</b>	<b>Milestone Note</b>	<b>Progress</b>
Draft Parenting Strategy has been prepared - Q1	30 Jun 2009	Draft is prepared.	100 %
Evaluation completed of previous training plan and assessment of core skills programme undertaken - Q1	30 Jun 2009	Evaluation undertaken.	100 %
Integration of Parenting Strategy into the Early Years Framework locally and agreement of strategy content - Q2	30 Sep 2009	Parenting Strategy is now integrated into the Early Years Framework locally and strategy content has been agreed.	100 %
Agreement of communication strategy - Q2	30 Sep 2009	This will be considered in the context of the Early Year's Framework.	0 %
Locality Management Groups engaged in forming sub-groups and preparing local actions plans - Q2	30 Sep 2009	Each locality management group are engaged in forming sub-groups and preparing local action plans.	100 %
Core skills training programme developed - Q2	30 Sep 2009	Programme developed.	100 %

**Smarter****More young children in Moray will thrive****Early years framework**

Overall, Key Action 49% completed. 2 of the 4 underlying milestones due to be completed in this reporting period have been with the remaining two milestones well progressed.

<b>Milestone</b>	<b>Milestone Due Date</b>	<b>Milestone Note</b>	<b>Progress</b>
Identify main parties and stakeholders involved with age 3 and age 4 children - Q1	30 Jun 2009	Main parties identified.	100 %
Contact 100% of primary schools about collection of data from Primary 1 pupils, send out form for data capture to 100% of schools. Collect data capture forms to establish how many 2009/10 Primary 1 pupils attended pre-school education in 2008/09 - Q2	30 Sep 2009	Schools contacted and data collection almost complete	95 %
Identify what different parties do for age 3 and age 4 children - Q2	30 Sep 2009	Subject of discussion at Early Years Strategy Group.	100 %
Begin work on Early Years Framework action plan based on identification of current roles of different parties - Q2	30 Sep 2009	Initial priorities identified and all members of the group undertaking tasks for the next meeting linked to those priorities.	80 %

**Smarter**  
**Life Chances for children, young people and families at risk in Moray will improve**  
**Getting it right for every child**  
Overall, Key Action 44% completed. All underlying milestones due to be completed in this reporting period have been complete.

Milestone	Milestone Due Date	Milestone Note	Progress
Report to Smarter Co-ordinating Group about LIAP implementation to date and feedback from key stakeholders	18 Jun 2009	Complete.	100 %
Information sought from Local Integrated Support Officers (LISOs) about the range of planning processes being used in their areas - Q1	30 Jun 2009	Complete.	100 %
Attending national workshops on e-Care Framework - Q1	30 Jun 2009	Staff have attended national workshops on e-Care Framework.	100 %
Work/Forward plan produced, finalised and submitted for approval by GIRFEC group - Q2	10 Sep 2009	The workplan was approved by the GIRFEC Group on the 6th of October.	100 %
Development of tools for reliable measurement of Local Integrated Assessment and Planning implementation and training effectiveness - Q2	30 Sep 2009	Tools have been developed for the reliable measurement of Local Integrated Assessment and Planning implementation and training effectiveness.	100 %
Provide report to Fairer Scotland Fund - Q2	30 Sep 2009	A report has been completed and provided to the Fairer Scotland Fund.	100 %
Attend national workshop series on chronologies. Revise milestones for Q3 and Q4 if any feedback received - Q2	30 Sep 2009	<p>It wasn't feasible to attend all of the workshops, but the material for the workshops has been received and studied.</p> <p>The revised milestones – in terms of tasks to be undertaken by specified dates - are included in the workplan. Those relevant for Quarters 3 and 4 of the current year are –</p> <p>Q3 –</p> <ul style="list-style-type: none"> <li>· Review the inter-agency arrangements for Local Integrated Assessment and Planning (LIAP) in the light of the first six months' implementation</li> <li>· Reports to Smarter Co-ordinating Group</li> <li>· Drafting procedures and supporting tools to support consistent reviewing of integrated plans for Looked After Children, in line with Getting it Right for Every Child principles</li> <li>· Mapping the range of contexts and regulatory frameworks relevant to integrated assessment and planning for children in Moray</li> </ul> <p>Q4 –</p> <ul style="list-style-type: none"> <li>· Improving the LIAP arrangements in the light of the review</li> <li>· Providing training on the improved arrangements</li> <li>· Implementing new arrangements for reviewing integrated plans for Looked After Children</li> <li>· Reports on progress to the Smarter Co-ordinating Group</li> </ul>	100 %

**Smarter  
Life Chances for children, young people and families at risk in Moray will improve  
Corporate Parenting Strategy**

Overall, Key Action 35% completed. 3 of the 5 underlying milestones due to be completed in this reporting period have been with the remaining milestone well progressed.

Milestone	Milestone Due Date	Milestone Note	Progress
Seminar on Corporate Parenting with the purpose of introducing the concept and raising awareness - Q1	23 Apr 2009	The Corporate Parenting Seminar was held on Thursday 23rd April 2009. Elected members, 1st and 2nd tier officers, in addition to representatives from the Scottish Government and Renfrewshire Council were in attendance. The three main purposes of the seminar were - to explain the principles of Corporate Parenting; to gain information on how Renfrewshire Council has taken forward Corporate Parenting; and, to increase Moray's awareness of the broad and shared responsibility for Corporate Parenting. It was agreed that each member of the Corporate Management Team would take a Corporate Parenting responsibility for a Looked After Child within Moray. This will be evaluated at the next seminar; to be held on 10th June 2010.	100 %
Discussions with Social Work about possible Looked After Children for Corporate Parenting - Q1	30 Jun 2009	Discussions with Social Work about possible Looked After Children for Corporate Parenting have taken a place. A number of children have been identified.	100 %
Meeting of Corporate Parenting Team (members to be defined) about content and drafting of Corporate Parenting Strategy - Q1	30 Jun 2009	Draft policy has been written and was approved at by the Corporate Parenting Team on the 18th of November.	100 %
Social Work have identified Looked After Children (LAC) & matched needs of children to experiences of CMT and elected member. Meeting of Corporate Parents (CP) & CP Team to provide names of LAC, summary of their needs and explain role of CP-Q2	30 Sep 2009	Children and Young people were identified and matched to members of the Corporate Management Team. The intention was to meet with the CMT to identify children, go over expectations and arrange an individual meeting to answer any further questions about children/young people. Two meetings had been arranged for meeting the Corporate parents, however both have been canceled (28 September and 23 <sup>rd</sup> of November). A different strategy is to be taken with the lead officer visiting the individual Corporate parents which will commence the week beginning 30 <sup>th</sup> November and it is anticipated all consultations will be completed by the end of that week.	80 %
Finalise Policy on Corporate Parenting and submit to Children and Young People's Committee and Full Council - Q2	30 Sep 2009	Policy has been written and finalised by Corporate Parenting Team. Clarification being sought from Chief Executive in regards to where the Policy will be reporting to.	80%

**Smarter****Life Chances for children, young people and families at risk in Moray will improve****Youth Justice Strategy**

Overall, Key Action 36% completed. All underlying milestones due to be completed in this reporting period have been complete.

Milestone	Milestone Due Date	Milestone Note	Progress
Youth Justice Strategy 2009-10 prepared and approved - Q1	30 Jun 2009	The 2009-10 Moray Youth Justice Strategy was presented to, and noted by, the Children and Young People's Service Committee on 20th May 2009.	100 %
Youth Justice Implementation Group established - Q2	30 Sep 2009	1st meeting occurred in October 2009.	100 %
Transitions Project Team established - Q2	30 Sep 2009	1st meeting occurred in October 2009.	100 %
Agreement reached in evaluating local practice regarding sexual offenders - Q2	30 Sep 2009	This will be undertaken by CTC associates.	100 %

**Smarter****Child Protection services in Moray will improve****Multi-agency Action Plan**

Overall, Key Action 41% completed. 7 of the 8 underlying milestones due to be completed in this reporting period have been with the remaining milestone well progressed.

Milestone	Milestone Due Date	Milestone Note	Progress
HMIe report received - Q1	28 Feb 2009	HMIe report published on 12th February 2009.	100 %
Action Plan editing group set up by Moray Chief Officers Group (MCOG) - Q1	31 Mar 2009	The editing group was set up and completed its remit by 31 March 2009	100 %
Action plan created - Q1	30 Apr 2009	The Action plan has been completed.	100 %
Task-owners identified - Q1	30 Apr 2009	Task owners have been identified.	100 %
Task sheets prepared - Q1	31 May 2009	Task sheets have been prepared.	100 %
Task sheet updates begun - Q1	31 May 2009	Task sheet updates have begun.	100 %
Task sheet updates continue - Q2	30 Sep 2009	Task sheet updates continue.	100 %
Monitoring procedures investigated for Action Plan - Q2	30 Sep 2009	Monitoring procedures are being developed with the help of the RIOs and the Covalent system.	80 %

**Smarter****Child Protection services in Moray will improve****Domestic abuse**

Overall, Key Action 32% completed. 4 of the 7 underlying milestones due to be completed in this reporting period have been complete. Of the three remaining milestones one shows some progress while the other two milestones will not be completed by the end of 2009/10.

Milestone	Milestone Due Date	Milestone Note	Progress
Run a domestic abuse focused media campaign - Q1	30 Jun 2009	Domestic Abuse Awareness Advertisements have been included on publicly displayed street maps. These adverts also featured on the leaflet sized street maps distributed from Moray Council Access Points.	100 %
Sub-group to be formed with the task for organising the Domestic Abuse Conference in Q3 - Q1	30 Jun 2009	The Domestic Abuse conference planned for quarter 3 will no longer take place due to the withdrawal of funding.	0 %
Run a domestic abuse media event as part of the overall summer anti-violence campaign - Q2	31 Jul 2009	As part of the Moray Against Violence Summer Campaign (started 03/07/09), two posters were designed highlighting the association between excessive drinking and the likelihood of being either the perpetrator or victim of violence. A third poster was produced highlighting domestic abuse. These were distributed and displayed in premises selling alcohol as well as in Council Access Points, libraries and Post Offices.  A Domestic Abuse Awareness Section has been purchased for inclusion within local street plan maps. These maps, including the domestic abuse awareness advertisement, are also on display within the St Giles Centre and at the Moray Leisure Centre.	100 %
Decide topic and components of Q4 media campaign. Revise Q4 milestone - Q2	30 Sep 2009	The topic for the Q4 campaign will focus on the physiological aspects of domestic abuse.	100 %
Complete domestic abuse training for 75 or more staff members from local agencies - Q2	30 Sep 2009	This occurs once a year and will now take place in quarter 3. A number of staff members have been trained across local agencies. Awareness raising in schools: April: 40 May: 132 June: 224 July: 0 August: 0 Multi-Agency: September: 6 October: 15	100 %
Set date and plan for Q3 domestic abuse conference. Organise key speakers/formulate list of delegates/invite delegates - Q2	30 Sep 2009	The Domestic Abuse Conference planned for Q3 will no longer take place due to the withdrawal of funding.	0 %
The Service Level Agreement is to be completed in relation to the two Domestic Abuse Family Support Workers funded by the Fairer Scotland Fund. The posts will also be advertised - Q2	30 Sep 2009	The SLA is now complete and posts will be advertised in January 2010.	50 %